

EEOC FORM  
715-01

*U.S. Equal Employment Opportunity Commission*

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

**CERTIFICATION of ESTABLISHMENT of CONTINUING  
EQUAL EMPLOYMENT OPPORTUNITY PROGRAMS**

I,

Sheila A. Lawson, Equal Employment Manager, GS-0260-12

am the

(Insert name above)

(Insert official  
title/series/grade above)

Principal EEO Director/Official for

The Kentucky National Guard

(Insert Agency/Component Name above)

The agency has conducted an annual self-assessment of Section 717 and Section 501 programs against the essential elements as prescribed by EEO MD-715. If an essential element was not fully compliant with the standards of EEO MD-715, a further evaluation was conducted and, as appropriate, EEO Plans for Attaining the Essential Elements of a Model EEO Program, are included with this Federal Agency Annual EEO Program Status Report.


The agency has also analyzed its work force profiles and conducted barrier analyses aimed at detecting whether any management or personnel policy, procedure or practice is operating to disadvantage any group based on race, national origin, gender or disability. EEO Plans to Eliminate Identified Barriers, as appropriate, are included with this Federal Agency Annual EEO Program Status Report.

I certify that proper documentation of this assessment is in place and is being maintained for EEOC review upon request.

  
Signature of Principal EEO Director/Official

Certifies that this Federal Agency Annual EEO Program Status Report is in compliance with EEO MD-715.

  
Date

  
Signature of Agency Head or Agency Head Designee

  
Date

**EEOC FORM  
715-01 PART A - D  
U.S. Equal Employment Opportunity Commission**

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

**For period covering October 1, 2004 to September 30, 2005.**

<b>PART A</b>  Department or Agency Identifying Information	<b>1. Agency</b>		<b>1. KENTUCKY NATIONAL GUARD</b>	
	1.a. 2 <sup>nd</sup> level reporting component			
	1.b. 3 <sup>rd</sup> level reporting component			
	1.c. 4 <sup>th</sup> level reporting component			
	<b>2. Address</b>		<b>2. 100 MINUTEMAN PARKWAY, BLDG. 210</b>	
	<b>3. City, State, Zip Code</b>		<b>3. FRANKFORT, KY 40601</b>	
	<b>4. CPDF Code</b>	<b>5. FIPS code(s)</b>	<b>4. NG</b>	<b>5. 21000</b>
<b>PART B</b>  Total Employment	1. Enter total number of permanent full-time and part-time employees			<b>1. 695</b>
	2. Enter total number of temporary employees			<b>2. 61</b>
	3. Enter total number employees paid from non-appropriated funds			<b>3. 0</b>
	<b>4. TOTAL EMPLOYMENT [add lines B 1 through 3]</b>			<b>4. 756</b>
<b>PART C</b>  Agency Official(s) Responsible For Oversight of EEO Program(s)	1. Head of Agency Official Title		<b>1. THE ADJUTANT GENERAL</b>	
	2. Agency Head Designee		<b>2. DONALD C. STORM</b>	
	3. Principal EEO Director/Official Official Title/series/grade		<b>3. SHEILA A. LAWSON/STATE EQUAL EMPLOYMENT MANAGER/GS-0260-12</b>	
	4. Title VII Affirmative EEO Program Official		<b>4. SHEILA A. LAWSON</b>	
	5. Section 501 Affirmative Action Program Official		<b>5. SHEILA A. LAWSON</b>	
	6. Complaint Processing Program Manager		<b>6. SHEILA A. LAWSON</b>	
	7. Other Responsible EEO Staff		Not Applicable	

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U.S. Equal Employment Opportunity Commission**

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

<b>PART D</b>	<b>Subordinate Component and Location (City/State)</b>	<b>CPDF and FIPS codes</b>	
List of Subordinate Components Covered in This Report	Not Applicable		

**EEOC FORMS and Documents Included With This Report**

*Executive Summary [FORM 715-01 PART E], that includes:	X	*Optional Annual Self-Assessment Checklist Against Essential Elements [FORM 715-01PART G]	X
Brief paragraph describing the agency's mission and mission-related functions	X	*EEO Plan To Attain the Essential Elements of a Model EEO Program [FORM 715-01PART H] for each programmatic essential element requiring improvement	X
Summary of results of agency's annual self-assessment against MD-715 "Essential Elements"	X	*EEO Plan To Eliminate Identified Barrier [FORM 715-01 PART I] for each identified barrier	X
Summary of Analysis of Work Force Profiles including net change analysis and comparison to RCLF	X	*Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities for agencies with 1,000 or more employees [FORM 715-01 PART J]	
Summary of EEO Plan objectives planned to eliminate identified barriers or correct program deficiencies	X	*Copy of Workforce Data Tables as necessary to support Executive Summary and/or EEO Plans	X
Summary of EEO Plan action items implemented or accomplished	X	*Copy of data from 462 Report as necessary to support action items related to Complaint Processing Program deficiencies, ADR effectiveness, or other compliance issues.	
*Statement of Establishment of Continuing Equal Employment Opportunity Programs [FORM 715-01 PART F]	X	*Copy of Facility Accessibility Survey results as necessary to support EEO Action Plan for building renovation projects	
*Copies of relevant EEO Policy Statement(s) and/or excerpts from revisions made to EEO Policy Statements	X	*Organizational Chart	

**Table A1: TOTAL WORKFORCE - Distribution by Race/Ethnicity and Sex**[illegible]

**Table A2: TOTAL WORKFORCE BY COMPONENT - Distribution by Race/Ethnicity and Sex**

[illegible]

**Table A3-1: OCCUPATIONAL CATEGORIES - Distribution by Race/Ethnicity and Sex**

[illegible]

**Table A3-2: OCCUPATIONAL CATEGORIES - Distribution by Race/Ethnicity and Sex**

Occupational Categories		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
1. Officials and Managers		#	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0
Executive/Senior Level (Grades 15 and Above)		%	0.26%	0.30%	0.00%	0.00%	0.00%	0.31%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
		#	14	11	3	0	0	11	2	0	1	0	0	0	0	0	0	0
- Mid-Level (Grades 13-14)		%	1.85%	1.63%	3.75%	0.00%	0.00%	1.72%	2.82%	0.00%	14.29%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
		#	21	17	4	0	0	15	3	1	1	1	0	0	0	0	0	0
- First-Level (Grades 12 and Below)		%	2.78%	2.51%	5.00%	0.00%	0.00%	2.35%	4.23%	4.00%	14.29%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
		#	68	53	15	1	0	47	15	4	0	0	0	0	0	1	0	0
- Other		%	8.99%	7.84%	18.75%	14.29%	0.00%	7.37%	21.13%	16.00%	0.00%	0.00%	0.00%	0.00%	25.00%	0.00%	0.00%	0.00%
		#	105	83	22	1	0	75	20	5	2	1	0	0	0	1	0	0
Officials and Managers -TOTAL		%	13.89%	12.28%	27.50%	14.29%	0.00%	11.76%	28.17%	20.00%	28.57%	50.00%	0.00%	0.00%	0.00%	25.00%	0.00%	0.00%
2. Professionals		#	135	130	5	1	1	127	3	2	1	0	0	0	0	0	0	0
		%	17.86%	19.23%	6.25%	14.29%	50.00%	19.91%	4.23%	8.00%	14.29%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
3. Technicians		#	7	5	2	0	0	5	2	0	0	0	0	0	0	0	0	0
		%	0.93%	0.74%	2.50%	0.00%	0.00%	0.78%	2.82%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
4. Sales Workers		#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
5. Administrative Support Workers		#	120	79	41	1	1	71	36	7	4	0	0	0	0	0	0	0
		%	15.87%	11.69%	51.25%	14.29%	50.00%	11.13%	50.70%	28.00%	57.14%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
6. Craft Workers		#	344	338	6	4	0	325	6	6	0	1	0	0	0	2	0	0
		%	45.50%	50.00%	7.50%	57.14%	0.00%	50.94%	8.45%	24.00%	0.00%	50.00%	0.00%	0.00%	0.00%	50.00%	0.00%	0.00%
7. Operatives		#	41	39	2	0	0	33	2	5	0	0	0	0	0	1	0	0
		%	5.42%	5.77%	2.50%	0.00%	0.00%	5.17%	2.82%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	25.00%	0.00%	0.00%
8. Laborers and Helpers		#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
9. Service Workers		#	4	2	2	0	0	2	2	0	0	0	0	0	0	0	0	0
		%	0.53%	0.30%	2.50%	0.00%	0.00%	0.31%	2.82%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Workforce		#	756	676	80	7	2	638	71	25	7	2	0	0	0	4	0	0
		%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

NOTE: Percentages computed down columns and NOT across rows.

**Table A4-1: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES by Race/Ethnicity and Sex**

GS/GM, SES, AND RELATED GRADES		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
GS-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-03	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-04	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-05	#	3	2	1	0	0	1	1	1	0	0	0	0	0	0	0	0	0
	%	100%	66.67%	33.33%	0.00%	0.00%	33.33%	33.33%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-06	#	26	20	6	0	0	18	4	2	2	0	0	0	0	0	0	0	0
	%	100%	76.92%	23.08%	0.00%	0.00%	69.23%	15.38%	7.69%	7.69%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-07	#	86	48	38	0	1	47	35	1	2	0	0	0	0	0	0	0	0
	%	100%	55.81%	44.19%	0.00%	1.16%	54.65%	40.70%	1.16%	2.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-08	#	9	7	2	0	0	7	2	0	0	0	0	0	0	0	0	0	0
	%	100%	77.78%	22.22%	0.00%	0.00%	77.78%	22.22%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-09	#	72	51	21	2	0	46	20	2	1	0	0	0	0	1	0	0	0
	%	100%	70.83%	29.17%	2.78%	0.00%	63.89%	27.78%	2.78%	1.39%	0.00%	0.00%	0.00%	0.00%	1.39%	0.00%	0.00%	0.00%
GS-10	#	10	8	2	0	0	6	2	2	0	0	0	0	0	0	0	0	0
	%	100%	80.00%	20.00%	0.00%	0.00%	60.00%	20.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-11	#	63	50	13	1	1	47	12	2	0	0	0	0	0	0	0	0	0
	%	100%	79.37%	20.63%	1.59%	1.59%	74.60%	19.05%	3.17%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-12	#	56	48	8	0	0	45	7	2	1	1	0	0	0	0	0	0	0
	%	100%	85.71%	14.29%	0.00%	0.00%	80.36%	12.50%	3.57%	1.79%	1.79%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-13	#	24	20	4	0	0	0	0	19	4	0	0	1	0	0	0	0	0
	%	100%	83.33%	16.67%	0.00%	0.00%	0.00%	0.00%	79.17%	16.67%	0.00%	0.00%	4.17%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-14	#	9	8	1	0	0	8	0	0	1	0	0	0	0	0	0	0	0
	%	100%	88.89%	11.11%	0.00%	0.00%	88.89%	0.00%	0.00%	11.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-15	#	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
All other (unspecified GS)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior Ex. Service	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%



GS/GM, SES, AND RELATED GRADES		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
GS-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-03	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-04	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-05	#	3	2	1	0	0	1	1	1	0	0	0	0	0	0	0	0	0
	%	100%	0.76%	1.04%	0.00%	0.00%	0.41%	1.15%	8.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-06	#	26	20	6	0	0	18	4	2	0	0	0	0	0	0	0	0	0
	%	100%	7.58%	6.25%	0.00%	0.00%	7.32%	4.60%	16.67%	28.57%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-07	#	86	48	38	0	1	47	35	1	2	0	0	0	0	0	0	0	0
	%	100%	18.18%	39.58%	0.00%	50.00%	19.11%	40.23%	8.33%	28.57%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-08	#	9	7	2	0	0	7	2	0	0	0	0	0	0	0	0	0	0
	%	100%	2.65%	2.08%	0.00%	0.00%	2.85%	2.30%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-09	#	72	51	21	2	0	46	20	2	1	0	0	0	0	1	0	0	0
	%	100%	19.32%	21.88%	66.67%	0.00%	18.70%	22.99%	16.67%	14.29%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%
GS-10	#	10	8	2	0	0	6	2	2	0	0	0	0	0	0	0	0	0
	%	100%	3.03%	2.08%	0.00%	0.00%	2.44%	2.30%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-11	#	63	50	13	1	1	47	12	2	0	0	0	0	0	0	0	0	0
	%	100%	18.94%	13.54%	33.33%	50.00%	19.11%	13.79%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-12	#	56	48	8	0	0	45	7	2	1	1	0	0	0	0	0	0	0
	%	100%	18.18%	8.33%	0.00%	0.00%	18.29%	8.05%	16.67%	14.29%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-13	#	24	20	4	0	0	19	4	0	0	1	0	0	0	0	0	0	0
	%	100%	7.58%	4.17%	0.00%	0.00%	7.72%	4.60%	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-14	#	9	8	1	0													

NOTE: Percentages computed down columns and NOT across rows.

**Table A5-1: PARTICIPATION RATES FOR WAGE GRADES by Race/Ethnicity and Sex**

WD/WG, WL/WS & OTHER Wage Grades		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Grade-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-03	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-04	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-05	#	9	7	2	0	0	5	1	2	1	0	0	0	0	0	0	0	0
	%	100%	77.78%	22.22%	0.00%	0.00%	55.56%	11.11%	22.22%	11.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-06	#	21	20	1	0	0	15	1	5	0	0	0	0	0	0	0	0	0
	%	100%	95.24%	4.76%	0.00%	0.00%	71.43%	4.76%	23.81%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-07	#	6	1	5	0	5	1	0	0	0	0	0	0	0	0	0	0	0
	%	100%	16.67%	83.33%	0.00%	83.33%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-08	#	79	77	2	3	0	74	2	0	0	0	0	0	0	0	0	0	0
	%	100%	97.47%	2.53%	3.80%	0.00%	93.67%	2.53%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-09	#	87	86	1	0	0	82	1	2	0	1	0	0	0	1	0	0	0
	%	100%	98.85%	1.15%	0.00%	0.00%	94.25%	1.15%	2.30%	0.00%	1.15%	0.00%	0.00%	0.00%	1.15%	0.00%	0.00%	0.00%
Grade-10	#	119	118	1	1	0	113	1	3	0	0	0	0	0	1	0	0	0
	%	100%	99.16%	0.84%	0.84%	0.00%	94.96%	0.84%	2.52%	0.00%	0.00%	0.00%	0.00%	0.00%	0.84%	0.00%	0.00%	0.00%
Grade-11	#	31	31	0	0	0	29	0	2	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	93.55%	0.00%	6.45%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-12	#	33	33	0	0	0	32	0	0	0	0	0	0	0	1	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	96.97%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	3.03%	0.00%	0.00%	0.00%
Grade-13	#	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-14	#	4	4	0	0	0	4	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-15	#	0	0	0	0	0	3	1	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
All Other Wade Grades	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

**Table A5-2: PARTICIPATION RATES FOR WAGE GRADES by Race/Ethnicity and Sex**

WD/WG, WL/WS & OTHER Wage Grades	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Grade-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-03	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-04	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.26%	0.00%	0.00%	0.00%	0.27%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-05	#	9	7	2	0	0	5	1	2	1	0	0	0	0	0	0	0	0
	%	100%	1.81%	22.22%	0.00%	0.00%	1.37%	12.50%	14.29%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-06	#	21	20	1	0	0	15	1	5	0	0	0	0	0	0	0	0	0
	%	100%	5.17%	11.11%	0.00%	0.00%	4.11%	12.50%	35.71%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-07	#	6	5	1	0	0	5	1	0	0	0	0	0	0	0	0	0	0
	%	100%	1.29%	11.11%	0.00%	0.00%	1.37%	12.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-08	#	79	77	2	3	0	74	2	0	0	0	0	0	0	0	0	0	0
	%	100%	19.90%	22.22%	75.00%	0.00%	20.27%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-09	#	87	86	1	0	0	82	1	2	0	1	0	0	0	1	0	0	0
	%	100%	22.22%	11.11%	0.00%	0.00%	22.47%	12.50%	14.29%	0.00%	100.00%	0.00%	0.00%	0.00%	33.33%	0.00%	0.00%	0.00%
Grade-10	#	119	118	1	1	0	113	1	3	0	0	0	0	0	1	0	0	0
	%	100%	30.49%	11.11%	25.00%	0.00%	30.96%	12.50%	21.43%	0.00%	0.00%	0.00%	0.00%	0.00%	33.33%	0.00%	0.00%	0.00%
Grade-11	#	31	31	0	0	0	29	0	2	0	0	0	0	0	0	0	0	0
	%	100%	8.01%	0.00%	0.00%	0.00%	7.95%	0.00%	14.29%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-12	#	33	33	0	0	0	32	0	0	0	0	0	0	0	1	0	0	0
	%	100%	8.53%	0.00%	0.00%	0.00%	8.77%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	33.33%	0.00%	0.00%	0.00%
Grade-13	#	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.52%	0.00%	0.00%	0.00%	0.55%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-14	#	4	4	0	0	0	4	0	0	0	0	0	0	0	0	0	0	0
	%	100%	1.03%	0.00%	0.00%	0.00%	1.10%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-15	#	4	3	1	0	0	3	1	0	0	0	0	0	0	0	0	0	0
	%	100%	0.78%	11.11%	0.00%	0.00%	0.82%	12.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
All Other Wade Grades	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL	#	396	387	9	4	0	365	8	14	1	1	0	0	0	3	0	0	0

NOTE: Percentages computed down columns and NOT across rows.

**Table A6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Race/Ethnicity and Sex**

Job Title/Series Agency Rate Occupational MLF		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Non- Hispanic or Latino													
					Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
					male	female	male	female	male	female	male	female	male	female	male	female	male	female
Human Resources Management/0201	#	22	9	13	0	0	8	11	1	2	0	0	0	0	0	0	0	0
	%	100%	40.91%	59.09%	0.00%	0.00%	36.36%	50.00%	4.55%	9.09%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Occupational MLF		100%	96.74%	3.15%	0.61%	0.37%	58.20%	1.80%	37.20%	0.98%	0.12%	0.00%	0.00%	0.00%	0.61%	0.00%	0.00%	0.00%
Supply Technician/2005	#	49	36	13	1	0	34	12	1	1	0	0	0	0	0	0	0	0
	%	100%	73.47%	26.53%	2.04%	0.00%	69.39%	24.49%	2.04%	2.04%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Occupational MLF		100%	95.14%	4.81%	0.32%	0.32%	77.66%	3.20%	16.20%	1.29%	0.64%	0.00%	0.00%	0.00%	0.32%	0.00%	0.00%	0.00%
Information Technology Management/2210	#	44	37	7	1	1	35	6	1	0	0	0	0	0	0	0	0	0
	%	100%	84.09%	15.91%	2.27%	2.27%	79.55%	13.64%	2.27%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Occupational MLF		100%	89.52%	10.41%	0.13%	0.06%	65.05%	5.87%	22.59%	4.02%	0.40%	0.13%	0.13%	0.06%	0.34%	0.00%	0.88%	0.27%
Electronics Mechanic/2604	#	51	51	0	0	0	47	0	4	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	92.16%	0.00%	7.84%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Occupational MLF		100%	78.40%	21.55%	0.33%	0.33%	34.60%	4.49%	43.03%	16.62%	0.33%	0.00%	0.00%	0.00%	0.11%	0.11%	0.00%	0.00%
Heavy Mobile Equipment Repairer/5803	#	87	85	2	2	0	80	2	1	0	1	0	0	0	1	0	0	0
	%	100%	97.70%	2.30%	2.30%	0.00%	91.95%	2.30%	1.15%	0.00%	1.15%	0.00%	0.00%	0.00%	1.15%	0.00%	0.00%	0.00%
Occupational MLF		100%	96.74%	3.15%	0.61%	0.37%	58.20%	1.80%	37.20%	0.98%	0.12%	0.00%	0.00%	0.00%	0.61%	0.00%	0.00%	0.00%
Automotive Mechanic/5823	#	39	39	0	1	0	38	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	2.56%	0.00%	97.44%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Occupational MLF		100%	84.64%	15.34%	0.00%	0.00%	56.07%	8.41%	28.17%	6.54%	0.40%	0.26%	0.00%	0.13%	0.00%	0.00%	0.00%	0.00%
Aircraft Mechanic/8852	#	39	39	0	0	0	37	0	1	0	0	0	0	0	1	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	94.87%	0.00%	2.56%	0.00%	0.00%	0.00%	0.00%	0.00%	2.56%	0.00%	0.00%	0.00%
Occupational MLF		100%	89.52%	10.41%	0.13%	0.06%	65.05%	5.87%	22.59%	4.02%	0.40%	0.13%	0.13%	0.06%	0.34%	0.00%	0.88%	0.27%

**Table A7: APPLICANTS AND HIRES FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex**

Employment Tenure	TOTAL WORKFORCE			RACE/ETHNICITY														
				Hispanic or Latino	Non- Hispanic or Latino													
					White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races			
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Job Title/Series: Human Resources Management/0201																		
Total Received	#	9																
Voluntarily Identified	#	9	7	2	0	0	5	2	2	0	0	0	0	0	0	0	0	0
	%	100%	77.78%	22.22%	0.00%	0.00%	55.56%	22.22%	22.22%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified of those Identified	#	9	7	2	0	0	5	2	2	0	0	0	0	0	0	0	0	0
	%	100%	77.78%	22.22%	0.00%	0.00%	55.56%	22.22%	22.22%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected of those Identified	#	2	2	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	50.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
MLF		100%	90.54%	9.47%	0.00%	0.00%	85.21%	8.09%	4.54%	0.59%	0.59%	0.79%	0.00%	0.00%	0.20%	0.00%	0.00%	0.00%
Job Title/Series: Supply Technician/2005																		
Total Received	#	29																
Voluntarily Identified	#	29	26	3	2	0	21	2	2	1	0	0	0	0	1	0	0	0
	%	100%	89.66%	10.34%	6.90%	0.00%	72.41%	6.90%	6.90%	3.45%	0.00%	0.00%	0.00%	0.00%	3.45%	0.00%	0.00%	0.00%
Qualified of those Identified	#	26	24	2	2	0	19	2	2	0	0	0	0	0	1	0	0	0
	%	100%	92.31%	7.69%	7.69%	0.00%	73.08%	7.69%	7.69%	0.00%	0.00%	0.00%	0.00%	0.00%	3.85%	0.00%	0.00%	0.00%
Selected of those Identified	#	10	8	2	1	0	7	2	0	0	0	0	0	0	0	0	0	0
	%	100%	80.00%	20.00%	10.00%	0.00%	70.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
MLF		100%	85.87%	14.13%	0.57%	0.19%	76.30%	11.66%	8.30%	2.09%	0.38%	0.19%	0.00%	0.00%	0.32%	0.00%	0.00%	0.00%
Job Title/Series: Information Technology Management/2210																		
Total Received	#	38																
Voluntarily Identified	#	37	33	4	2	0	29	4	2	0	0	0	0	0	0	0	0	0
	%	100%	89.19%	10.81%	5.41%	0.00%	78.38%	10.81%	5.41%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified of those Identified	#	26	23	3	2	0	19	3	2	0	0	0	0	0	0	0	0	0
	%	100%	88.46%	11.54%	7.69%	0.00%	73.08%	11.54%	7.69%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected of those Identified	#	10	10	0	1	0	9	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	10.00%	0.00%	90.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
MLF		100%	91.17%	8.82%	2.94%	0.00%	79.41%	5.88%	8.82%	2.94%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Job Title/Series: Electronics Mechanic/2604																		
Total Received	#	36																
Voluntarily Identified	#	36	36	0	1	0	35	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	2.78%	0.00%	97.22%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified of those Identified	#	32	32	0	1	0	31	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	3.13%	0.00%	96.88%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected of those Identified	#	9	9	0	0	0	9	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
MLF		100%	93.44%	6.55%	0.53%	0.06%	87.43%	5.96%	4.60%	0.47%	0.41%	0.06%	0.00%	0.00%	0.47%	0.00%	0.00%	0.00%

Job Title/Series: Heavy Mobile Equipment Repairer/5803																		
Total Received	#	83																
Voluntarily Identified	#	83	80	3	2	0	75	2	3	1	0	0	0	0	0	0	0	0
	%	100%	96.39%	3.61%	2.41%	0.00%	90.36%	2.41%	3.61%	1.20%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified of those Identified	#	77	74	3	2	0	72	3	0	0	0	0	0	0	0	0	0	0
	%	100%	96.10%	3.90%	2.60%	0.00%	93.51%	3.90%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected of those Identified	#	18	17	1	2	0	15	1	0	0	0	0	0	0	0	0	0	0
	%	100%	94.44%	5.56%	11.11%	0.00%	83.33%	5.56%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
MLF		100%	91.11%	8.89%	0.48%	0.07%	84.48%	7.66%	5.43%	1.06%	0.38%	0.10%	0.00%	0.00%	0.34%	0.00%	0.00%	0.00%
Job Title/Series: Automotive Mechanic/5823																		
Total Received	#	50																
Voluntarily Identified	#	48	46	2	3	0	41	2	1	0	1	0	0	0	0	0	0	0
	%	100%	95.83%	4.17%	6.25%	0.00%	85.42%	4.17%	2.08%	0.00%	2.08%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified of those Identified	#	41	39	2	3	0	34	2	1	0	1	0	0	0	0	0	0	0
	%	100%	95.12%	4.88%	7.32%	0.00%	82.93%	4.88%	2.44%	0.00%	2.44%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected of those Identified	#	11	10	1	1	0	9	1	0	0	0	0	0	0	0	0	0	0
	%	100%	90.91%	9.09%	9.09%	0.00%	81.82%	9.09%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
MLF		100%	93.43%	6.57%	0.48%	0.04%	86.64%	5.50%	5.68%	0.96%	0.37%	0.07%	0.00%	0.00%	0.26%	0.00%	0.00%	0.00%
Job Title/Series: Aircraft Mechanic/8852																		
Total Received	#	42																
Voluntarily Identified	#	40	38	2	0	0	38	2	0	0	0	0	0	0	0	0	0	0
	%	100%	95.00%	5.00%	0.00%	0.00%	95.00%	5.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified of those Identified	#	39	37	2	0	0	37	2	0	0	0	0	0	0	0	0	0	0
	%	100%	94.87%	5.13%	0.00%	0.00%	94.87%	5.13%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected of those Identified	#	7	7	0	0	0	7	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
MLF		100%	87.12%	12.90%	0.77%	0.22%	81.86%	11.80%	3.39%	0.66%	0.66%	0.22%	0.00%	0.00%	0.44%	0.00%	0.00%	0.00%

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*U.S. Equal Employment Opportunity Commission*

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

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Kentucky National Guard

For Period Covering October 1, 2004 to September 30, 2005.

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**EXECUTIVE SUMMARY**

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The Kentucky National Guard's primary function is a dual State and Federal Mission. The federal mission is to recruit, train and deploy military personnel and units anywhere in the world when ordered by the Department of Defense. The Guard also stands ready to assist state agencies and local governments during disasters and emergencies declared by the Governor of Kentucky. The President of the United States has the power to call the National Guard into Federal Service in the defense of the United States, its vested interest, and in the protection of our allies.

The Kentucky National Guard comes under the National Guard Bureau in Washington D.C. for allocation of resources (human and monetary), policy dissemination, and adherence to policy, regulations and laws. In order to accomplish state and federal missions, the Kentucky National Guard employs Federal Civilian personnel, as well as Active Duty personnel and state employees.

The Civilian Personnel employed by Kentucky is **95%** dual status technician (Title 32). Dual status comes from the Technician Civil Service Act of 1969 which empowers NGB and the State Adjutant General to hire Federal Civilian Employees to maintain the day to day operations of the National Guard. These employees must be a member of the National Guard and can be hired by submitting an application with the Human Resources Office when a vacancy is announced. The employees are required by law to wear the military uniform of their respective service. The balance of the civilian force (**5%**) is set by law and they are true non-dual status civilian competitive federal employees.

The dual status technician applicants come from the Kentucky National Guard traditional part-time military force. With 95% of our applicant pool coming from our Military Labor Force (MLF), many unique factors have and are contributing to a lower than desired participation rate. Recent and projected extended mobilization periods have had a significant impact in decreasing our targeted applicant pool. Whereas, other Federal Agencies compare their work force to the Civilian Labor Force (CLF), the National Guard compares their work force to the Military Labor Force (MLF) from where the applicants are recruited.

The general over-all state of Equal Opportunity is primarily healthy. The Kentucky National Guard has conducted an internal review and analysis of the effects of all current and proposed policies, practices, procedures and conditions that directly or indirectly relate to Equal Employment. The annual self-assessment was conducted with review of participation rates and the deficiencies are identified with any possible barriers and steps to be taken to correct the deficiencies.

In the self-assessment analysis the Kentucky National Guard realizes that the EEO Manager/Director is not under the direct supervision of the Agency Head, The Adjutant General. The EEO Manager is under the direct supervision of the HR Manager with direct access to the Agency Head. The Position Description and the assigning of the position is controlled by NGB J-1 in Washington, D.C.



Also, in the self-assessment analysis it has been noted the EEO Manager is not included in agency deliberations prior to decisions regarding recruitment strategies, vacancy projections, succession planning, selections for training/career development opportunities and other workforce changes. The EEO Manager is not included in the agency's strategic planning. This area will have to be corrected by the Agency head.

The Special Emphasis Employment Programs (Title 5 CFR, Subpart B 720.204) are not currently active but program managers have been identified. One program manager has completed training at the Defense Equal Opportunity Management Institute (DEOMI). We will actively work on re-implementing these programs during FY 2006.

Agency supervisors and managers (also known as selecting officials) will attend a training session this fiscal year in which the EEO Manager will explain the requirements of MD 715, barriers to equal employment, triggers noted by the EEO manager, where there is low or no participation rates and its comparison with the MLF, goals of the agency and the responsibility of the selecting officials as it pertains to compliance and attaining goals.

Even though all supervisors and managers have been through EEO training and the requirements of section 717 of the Title VII of the Civil Rights Act of 1964 as amended, all supervisors and managers will attend in depth training this fiscal year as a refresher.

The agency's self analysis included the review of the negotiated union contract and the Merit System Placement and Promotion Plan. The contract and MSPPP are not barriers to the recruitment, selection, and promotion of any specific group. No group has been adversely affected by the plan or contract and they are used as support tools for Equal Opportunity.

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*U.S. Equal Employment Opportunity Commission*

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT  
EEO Plan To Attain the Essential Elements of a Model EEO Program**

FY __05__ KENTUCKY NATIONAL GUARD	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	The Federally Employed Women's Program Manager is currently being established.
OBJECTIVE:	Revitalize the FWP with active participation.
RESPONSIBLE OFFICIAL:	FWP manager, Equal Employment Manager
DATE OBJECTIVE INITIATED:	1 June 2006
TARGET DATE FOR COMPLETION OF OBJECTIVE:	1 June 2007
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
The FWP Manager will attend a National Training Conference.	17-21 July 2006
Recruit committee members.	1 September 2006
Train committee members.	1 December 2006
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	

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*U.S. Equal Employment Opportunity Commission*

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT  
EEO Plan To Attain the Essential Elements of a Model EEO Program**

FY __05__ KENTUCKY NATIONAL GUARD	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	The Special Emphasis Programs are currently being established. Two program managers have been identified and the Federally Employed Women's Program Manager has been trained.
OBJECTIVE:	Revitalize the Special Emphasis Programs with active participation.
RESPONSIBLE OFFICIAL:	Equal Employment Manager, Special Emphasis Program Managers
DATE OBJECTIVE INITIATED:	1 June 2006
TARGET DATE FOR COMPLETION OF OBJECTIVE:	1 June 2008
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Identify program managers.	1 November 2006
Train program managers.	1 October 2007
Recruit and train committee members.	1 June 2008
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	

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*U.S. Equal Employment Opportunity Commission*

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT  
EEO Plan To Attain the Essential Elements of a Model EEO Program**

FY __05__ KENTUCKY NATIONAL GUARD	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Establish an EO Council to identify and address possible barrier that may be impeding the realization of Equal Employment Opportunity.
OBJECTIVE:	Establish an EO Council to include The Adjutant General, Managers, Supervisors and Special Emphasis Program Managers.
RESPONSIBLE OFFICIAL:	Equal Employment Manager
DATE OBJECTIVE INITIATED:	1 June 2006
TARGET DATE FOR COMPLETION OF OBJECTIVE:	30 September 2006
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Identify council members.	1 August 2006
Train the council members on EEO and barrier identification.	1 September 2006
Schedule quarterly meetings.	30 September 2006
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	

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*U.S. Equal Employment Opportunity Commission*

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT  
EEO Plan To Attain the Essential Elements of a Model EEO Program**

FY __05__ KENTUCKY NATIONAL GUARD	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Establish a recruitment program that includes the full-time staffing section and the recruiting and retention.
OBJECTIVE:	Increase the participation rates in our full-time workforce.
RESPONSIBLE OFFICIAL:	The Adjutant General, Human Resources Office, Recruiting and Retention
DATE OBJECTIVE INITIATED:	1 June 2006
TARGET DATE FOR COMPLETION OF OBJECTIVE:	1 June 2007
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Establish a workgroup.	1 August 2006
Brief workgroup on objective and establish a plan.	1 November 2006
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	

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*U.S. Equal Employment Opportunity Commission*

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT  
EEO Plan To Eliminate Identified Barrier**

FY 05	
<b>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</b>  Provide a brief narrative describing the condition at issue.  How was the condition recognized as a potential barrier?	<p>The EO Council, Special Emphasis Programs and the Recruitment program are being established to review and assess the participation rates of all groups within our full-time workforce. With these programs in place continuous efforts will be made to increase our participation rates.</p> <p>The workforce tables show that our full-time participation rates have a small variance from our Military Labor Force. Also, upon review of our major occupation vacancy announcements and the applications received, the data revealed no major barriers. Our applicant pool is limited due to our requirement to recruit applicants from our military labor force.</p>
<b>BARRIER ANALYSIS:</b>  Provide a description of the steps taken and data analyzed to determine cause of the condition.	<p>The data sheets and job packets were reviewed. Also, a statistical analysis was conducted to identify triggers for possible low participation rates.</p>
<b>STATEMENT OF IDENTIFIED BARRIER:</b>  Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	<p>Due to the EO Council, Special Emphasis Programs and the Recruitment program not being in place; we have not explored new opportunities in outreach and targeted recruitment programs.</p>
<b>OBJECTIVE:</b>  State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	<p>Establish a recruitment program that includes the staffing section and recruiting and retention to increase the participation rates within our full-time workforce. The EO Council and Special Emphasis Program committees will monitor progress.</p>
<b>RESPONSIBLE OFFICIAL:</b>	<p>The Adjutant General, Human Resources Office, EEO Manager, Recruiting &amp; Retention and Special Emphasis Program Managers.</p>
<b>DATE OBJECTIVE INITIATED:</b>	<p>1 June 2006</p>
<b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b>	<p>1 June 2007</p>

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**EEO Plan To Eliminate Identified Barrier**

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Recruit and Train Federally Employed Women's Program Committee Members	1 October 2006
Identify and Train the EO Council members on EEO and barrier identification	1 September 2006
Establish a work group, brief on objectives and establish a plan	1 November 2006
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	